

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
July 28, 2016

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Sonny Paszak, Billy Fried, Dave Hintz

LRES COMMITTEE MEMBERS ABSENT: Carol Pederson (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Robb Jensen (County Board); Bruce Stefonek (Buildings & Grounds)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:18 a.m. in the 1st Floor Conference Room of the Oneida County Courthouse. It was noted that this meeting had been properly posted in accordance with the Wisconsin Open Meeting Law and meets the Americans with Disabilities Act.

APPROVE AGENDA

Motion by Paszak to approve the agenda. Second by Hintz. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Fried to approve the minutes as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

No vouchers or bills submitted for review.

ANNOUNCEMENTS FROM CLOSED SESSION ON JULY 13, 2016

Cushing reports the following motions made and approved in closed session at the July 13th meeting:

The new Assistant Facilities Director will be starting at Step 2.

The Committee approved compensation for Stefonek to train the new Assistant Facilities Director for up to 80 hours at straight time.

The Committee approved an increase from Step 2 to Step 4 for a Mechanic/Equipment Operator with the Highway budget absorbing the increase for the current year and contingent on Public Works committee approval.

HEALTH INSURANCE FOR TRANSIT COMMISSION STAFF

Charbarneau states earlier this year, this Committee approved covering the Transit Commission Director under the Oneida County health insurance plan with costs to be covered by the Northwood's Transit Commission. The Transit Commission has now added a full-time Office Manager and would like to add this employee to the Oneida County health insurance plan as well, again with the Transit Commission paying the full premium to Oneida County for the coverage. Brief discussion held. Motion by Cushing to approve the health insurance for one (additional) Transit Commission employee. Second by Fried. All members present voting 'Aye'. Motion carried.

CELL PHONE POLICY

Charbarneau brought back the amended cell phone safety draft policy to the Committee, based on changes discussed at the last meeting. Committee reviewed and discussed changes made. Motion by Paszak to approve the cell phone policy. Second by Cushing. Hintz inquired about the policy covering Highway flaggers. Discussion held and committee agrees that positions specifically covered by this policy should be addressed by the individual departments in which this policy would be appropriate for. Fried feels the policy should address personal cell phone use during work hours and include the use of county phones on work time for personal use. Charbarneau states this policy was intended to address safety concerns and personal cell phone use should be addressed in the county phone policy. Fried feels the policy of personal phone and cell phone use can vary by department but their needs to be some consistency on the policy throughout the county. Cushing feels the current draft policy being discussed should remain safety focused but the county's phone policy should be updated to include cell phone use. Charbarneau will review the current county phone policy to see if it needs to be updated. All members present voting 'Aye' on motion. Motion carried.

WORKER'S COMPENSATION INCREASED CLAIMS

Hintz had requested that this item be discussed due to the several big workmen's compensation claims in the past two years and several other incidents of unsafe practices by employees. Hintz stressed that safety needs to be the top priority of Department Heads and staff. Hintz also asks that departments add information on safety to their annual reports, commenting on the level of safety in the departments and actions being taken to emphasize safety.

CLOSED SESSION

Motion by Hintz, second by Paszak to adjourn into closed session pursuant to Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. (Topic: Public Health Nurse compensation, Equipment Operator compensation, and Grenzer letter of agreement)

Roll call vote taken with all voting in the affirmative. Committee went into closed session at 10:35 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Stefonek

RETURN TO OPEN SESSION

Motion by Hintz to return to open session. Second by Cushing. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 10:45 a.m.

Cushing announced motions made and approved in closed session as follows:

Committee approved the hiring of two equipment operators; starting one at Grade Level G, Step 2 and moving to Step 3 upon obtaining their CDL in six months; starting the second one at Grade Level G, Step 3 due to their experience.

Committee approved the starting wage of Step 3 for the new Public Health Nurse.

Committee approved a Letter of Agreement for an employee retiring in lieu of them taking the retiree health coverage.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

Wednesday, August 10, 2016 at 9:00 a.m.

Wednesday, August 24, 2016 at 9:00 a.m. – Joint meeting with Administration Committee

FUTURE AGENDA TOPICS

RFP for Health Insurance

Open Records Response Policy

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Paszak to adjourn. Second by Fried. All members present voting 'Aye'. Motion carried.
Meeting adjourned at 10:51 a.m.



Ted Cushing, Chairman

8/10/16
Date



Jennifer Lueneburg, Committee Secretary

8/10/16
Date